

Nesa Meeting Notes / June 26 Winston-Salem

- * Bruce Nix New Finance Mgr (have Alice check on Association check)
- * Get an update on Gambardella where is he willing to move.
- * Work-with Dan Harrington
- * Development program for every new Mgr. since last October Mgr. develops
 - Diane Reuter
 - Louann Alese
 - Frank Perez
 - any others? (talk to previous Mgrs. for input)
- * DM/Kam DM/RBM DM/Rom must go to W-S to reach RSM.
- * What is our status on new Doral packaging and New Doral Box?
 - Doral Price Check Jackpot promotion?
- * Jim Guaneri is now on DLW's succession plan!
- * Audrey notified by GNK of new RM position in North Jersey.
 - Make decision on Audreys AM position Art Groll
 - Art's position Feltman, Harrington, Fabris no outsiders want!
 - Factor AM opening to replace Bob Fricke
- * Bonus level contracts do not sign any new MaGuire VM copied Friday 6/26.
 - Appears PM is rethinking their 70%+ objective may back off.....
 - if they do this unnecessary RJR spending at the +\$.50 / PM may raise \$.
 - \$800,000,000 million est spending in 1998 on discounts / \$430 Million in 97.
 - Goal is 30% at the bonus level chains are jumping on the bonus
 - Start selling Full Partnership level remove bonus info from presentations
- * Division how many are now using the retail folders.
- * Future promotions double dipping as explained was wrong.....
 - We want to everything possible not to double dip
 - If it gets down to double dip or we can potentially loose contract / then D/D
- * Salem semi-permanent metal display where do we stand have plenty in W/S
 - Include up to date Salem results in upcoming meeting.
 - Results look strong / static sample
- * Review AE notes at upcoming meeting / re: contracts
- * Larry Giddeons slammed big time review his handouts.
- * Regional Recognition Awards Program now standardized for all regions
 - review changes and incorporate into ours payments etc.
- * Succession planning / Career Advancement program / Position dev. program
 - PRESENT AT AC Meeting
 - Career advancement program 8 nationally
 - 6 month program / current position filled /long commitment to move to position when finished willing to travel during the 6mo. training ... no exceptions "Fast Track Program"
 - Training Mentors selected by all RSM's and WS staff input:
 - Kam: Neil McCleary & Curt Moser
 - DM: Neil Wagner & Pat Coloren
 - RM: Sarah (cinn)
 - AM: Shore (cinn)
 - RBM: Mike McHugh & Tom Fitzen
 - ROM: Rory O'Rourke & Mark Goodman
- * Promotion execution new report in the system must correct reporting errors.
- * Great SR/TR development program.....
 - Have each put together their own assignment plan & present at meeting
 - Follow-up presentation 6mo. later on results see example.
 - Discuss at upcoming meeting require each Div. to follow-through.
- * Have Mgrs. update succession plan and be prepared to discuss at the meeting.
 - have Alice send blank forms to DM's only.
- * Contract SCRUB Report and discount spending give to Mike
 - Discuss at upcoming meeting

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